

## From The Chairperson...



Paul Barnes, Chairperson  
FEB Atlanta

**It is imperative that we know how to contact agency heads and/or their designee in emergency situations. If you have not already sent the FEB information on your agency's emergency contacts you should do so immediately.**

**M**y year as Chair of the Atlanta FEB has certainly gone by quickly. I am proud of some of our most significant accomplishments:

- First of all, we had an outstanding CFC year! We raised a record \$4.2 million for nonprofit organizations. And here it is time to crank up another CFC campaign under the leadership of Ed Fielder, Regional Administrator of the General Services Administration. Ed is also the incoming FEB Chair. I am looking forward to another successful CFC campaign. I know that you will do all that you can to ensure that your agency does well.
- Under the leadership of the Food and Nutrition Service, we enjoyed a wonderful Employee of the Year Luncheon with over 850 persons in attendance. We gave wonderful door prizes, enjoyed a great meal and recognized the achievements of outstanding public servants. The Social Security Administration has the lead for the 2005 Luncheon and you can be assured that we will do all that we can to host another successful event.
- Our seminars and courses offered have been very well attended and have gotten excellent reviews from the participants. We will continue to offer this very valuable service.
- We offered Pre-Retirement Seminars on both FERS and CSRS with representation from the Long-Term Care staff. These seminars, sponsored by the USDA Graduate School, were very informative.
- Our FEB Communications Team published a highly acclaimed Media Guide that will assist media outlets with Federal agency contact information. We are most appreciative of the responses from agencies that provided information for the guide.
- Finally, one of the capstones for this year has been the introduction of our Leadership Government program. We have 19 participants representing eight

agencies. These participants are honing their leadership skills so that they will be in a better position to be government leaders of the future.

There remain many challenges for the Federal Executive Board for the future. Not the least of which will continue to be Emergency Preparedness. It is imperative that we know how to contact agency heads and/or their designee in emergency situations. If you have not already sent the FEB information on your agency's emergency contacts you should do so immediately. The middle of an emergency situation is not the time to try to figure out who should be contacted.

Serving as FEB chairperson has been a rewarding experience. I encourage each of you to commit to becoming active, involved members with your FEB. Working together, we can clearly become more effective and can ensure that the FEB offers the services and support that we think is important. □

## table of contents

DONALD E. ARNETTE, REGIONAL ADMINISTRATOR, SOUTHEAST REGION, FOOD AND NUTRITION SERVICE, U.S. DEPARTMENT OF AGRICULTURE	2
MARTA PEREZ MEETS WITH ATLANTA AGENCY HEADS	2
"EVIDENCE OF THE JOURNEY: THE LEGACY OF BROWN V. BOARD OF EDUCATION IN THE SOUTHEAST" EXHIBIT	3
CLIFF SEARS WORKS WITH LEADERSHIP GOVERNMENT PARTICIPANTS	3
PRE-RETIREMENT SEMINARS	4
REMEMBER SEPTEMBER 11	4
CFC KICKOFF	5
OPM HOSTS HIRING FLEXIBILITIES SYMPOSIUM	6
BOOK REVIEW: THE ART OF PARTNERING BY EDWIN RICHARD RIGSBEE	7
CALENDAR OF EVENTS	8



SOUTHEAST REGION FOOD & NUTRITION SERVICES  
US DEPARTMENT OF AGRICULTURE

## Spotlight on Leadership



**Donald E. Arnette**  
*Regional Administrator*  
**Southeast Region**  
**Food and Nutrition Service**  
**U.S. Department of Agriculture**

**A**s the Regional Administrator, Mr. Arnette leads and directs the Food and Nutrition Service's (FNS) mission to improve the nutritional well-being of needy children and families in the eight southeastern states of Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee. He has a strong record of management success and knowledge of the Agency's regional operations.

Previously, Mr. Arnette was the Food and Nutrition Service's Deputy Administrator for Management in Alexandria, Virginia. In that role, he provided leadership to the Agency in the areas of Civil Rights and EEO, Administrative Services, Human Resources, Information Technology and Homeland Security. Prior to his appointment as Deputy Administrator for Management, he was the Deputy Regional Administrator for the Southwest Region in Dallas, Texas. □

## The Atlanta Federal Executive Board Media Guide is

*Available Now!*

**T**he Atlanta Federal Executive Board has published its new Media Guide for 2004.

The Guide was developed as a reference tool for the Greater Metro Atlanta Media and to enhance Atlanta Federal Government Agency's relationship with the Atlanta Media Community.

The attractive Media Guide is only 5 ½ x 8 ½ inches, but from the front cover to the back cover is seventy-five pages of who's who in federal government in Metro Atlanta. It proves to be a handy informative tool for anyone seeking to contact individual federal agencies and its leadership. Each agency listing includes an agency profile, contact names and phone numbers, services available, and important dates.

For more information you may contact the Atlanta Federal Executive Board by call (404) 331-4400.

### OFFICE OF PERSONNEL MANAGEMENT (OPM)

## Marta Perez Meets With Atlanta Agency Heads

**Marta Perez**, Associate Commissioner for Human Capital, Leadership and Merit System Accountability, Office of Personnel Management (OPM), was in Atlanta on September 16 to talk to about 20 agencies heads on emergency preparedness. While General Services Administration has responsibility for building security, OPM is also concerned from the standpoint of employee safety and continuity of operations. She wanted to express her interest in protecting the safety of employees, knowing how to reach them in

the event of an emergency, having shelter-in-place arrangements, having a continuity of operations plan (COOP) and using workplace flexibilities in the event of emergencies.

If you have not completed your Emergency Preparedness Assessment and returned it to the FEB Office, you are encouraged to do so immediately. We will be conducting more sessions on Emergency Preparedness in the future. □



Please contact us with any questions/comments you may have. If you would like to submit an article, please do so by the 15th of the month.

**Paul Barnes**  
Chairperson  
**Gwenne Campbell**  
Executive Director

**Phone: (404) 331-4400**  
**Fax: (404) 331-4270**

75 Spring Street, Richard B. Russell Federal Building,  
Suite 1142, Atlanta, GA 30303

*The Right Focus - Atlanta FEB Newsletter*  
*is designed by Barbara Holzworth, GSA, FSS*  
*and published by Pat Brown, DAPS*



NATIONAL ARCHIVES AND RECORDS  
ADMINISTRATION - SOUTHEAST REGION

# “Evidence of the Journey: The Legacy of Brown v. Board of Education in the Southeast”

*“Evidence of the Journey: The Legacy of Brown v. Board of Education in the Southeast”* Exhibit is now on display through October 15, 2004 in the Richard B. Russell Federal Building Plaza Level Atrium (north side of building). The exhibit is a cooperative venture of the National Archives and Records Administration - Southeast Region; Auburn Avenue Research Library on African American Culture and History; and the Atlanta Public Schools Archives and Museum.

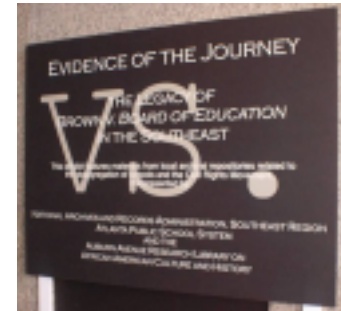
The exhibit chronicles the journey toward equality in education in the Southeast and commemorates the 50th anniversary of the Brown V. Board of Education decision. It includes documents from U. S. District Court

cases heard in the Southeast which contributed to the Brown decision. In addition, the exhibit contains historic documents and photographs of seminal events of the Civil Rights movement.

This exhibit was dedicated in a Grand Opening Ceremony held August 18<sup>th</sup>, 2004. **The Honorable U.S. District Court Judge Horace Ward** of the Northern District of Georgia in Atlanta was the keynote speaker. Judge Ward shared his considerable wealth of professional and personal experience in the field of civil rights.



**The exhibit chronicles the journey toward equality in education in the Southeast and commemorates the 50th anniversary of the Brown V. Board of Education decision.**



Brown V. Board of Education of Topeka is one of the most pivotal court decisions ever rendered by the U.S. Supreme Court. This historic decision marked the end of the “separate but equal” precedent set by the Supreme Court nearly sixty years earlier in Plessy v. Ferguson. It served as a catalyst for the expanding civil rights movement in the 1950's and 1960's.

The Exhibit is on display until October 15, 2004 and is open to the public. You are encouraged to bring your family members to see this important exhibit. The RBR Building is open Monday through Friday from 6:00 a.m. until 6:00 p.m. □

## Cliff Sears Works With Leadership Government Participants

**Cliff Sears**, author, founder and president of Corporate International Associates, is lending his expertise to participants in the Government Leadership program by familiarizing them with Theory I which he calls the “world's first comprehensive methodology for success”. Both the book and the computer based program provide practical tools to produce effective strategies for achieving both personal

and professional goals. It provides a comprehensive, sophisticated matrix and methodology that cut across all disciplines in leadership, decision-making, problem solving and motivation to impact performance. He provided the participants with a copy of the computer program as they participated in real case examples.



You may find more information about Theory I and Cliff Sears at [www.theoryi.com](http://www.theoryi.com) □



ATLANTA FEDERAL EXECUTIVE BOARD

## Pre-Retirement Seminars

The Federal Executive Board is always looking for an innovative way to provide a valuable resource to the Federal community. On August 12 that goal was accomplished by way of two sessions of Pre Retirement Seminars. The morning CSRS session was met with over 150 anxious employees seeking current information on retirements that will soon be realities. The 70 FERS participants that met for the afternoon session were also eagerly

excited to continue their learning experience after the "Lunch & Learn" Seminar on the Long Term Healthcare Program.

These sessions were held for a nominal cost of \$25 per person. This invaluable event was a direct result of the partnership between the FEB and the USDA Graduate School. Their instructors did an excellent job in both presentation and content. For

- For many, the questions and answers session
- was a priceless return on such a small investment.
- We look forward to
- making this opportunity
- an annual event.

many, the questions and answers session was a priceless return on such a small investment. We look forward to making this opportunity an annual event. Please feel free to keep an eye on our website ([www.atlanta.feb.gov](http://www.atlanta.feb.gov)) for next year's upcoming sessions! □

# Remembered...

## SEPTEMBER 11

The Jimmy Carter Presidential Library sponsored a series of events to commemorate that fatal day that lives in all our memories, September 11, 2001. At the first event, held on August 10, Commission member Timothy Roemer discussed the group's investigation into the 2001 attacks, as well as its recommendations. He said "we felt the eyes of history on our backs; the claws of al-Qaida and the tears of the families". Members of the bipartisan commission are holding public meetings nationwide to generate pressure on the government to, in Commissioner Roemer's words, "not only read the report, but implement it".

The National Commission on Terrorist Attacks upon the United States (known as the 9/11 Commission) issued its report on July 22nd after a twenty month-long investigation. The panel found across the government, there were failures to imagination, policy, capabilities, and management". Additional information about the

9/11 Commission and a copy of the Final Report are available at [www.9-11commission.gov](http://www.9-11commission.gov).

The second event is a touching collection of artifacts, letters and condolence messages from around the world following the attack. It also includes dramatic photographs from Ground Zero taken by Joel Meyerowitz, the only photographer given free artistic access to the site. The exhibit, entitled After 9/11: Messages from the World and Images of Ground Zero, will be on display from September 4 to January 2, 2005. The exhibit includes artwork, flags, stuffed animals, letters, email, and children's artwork from 110 countries. More information is available at [www.jimmycarterlibrary.org](http://www.jimmycarterlibrary.org).

Finally, the library sponsored a Worldwide Response to 9/11 on September 9. This was a free public lecture by Dr. Priscilla Linn, the curator of the U.S. Diplomacy Center, U.S. Department of State. She was joined by Michael Boorstein, the Director of the Diplomacy Center. □





## 2004 ATLANTA COMBINED FEDERAL CAMPAIGN

# CFC Plans Campaign Kick-Off Pep Rally For September 30th

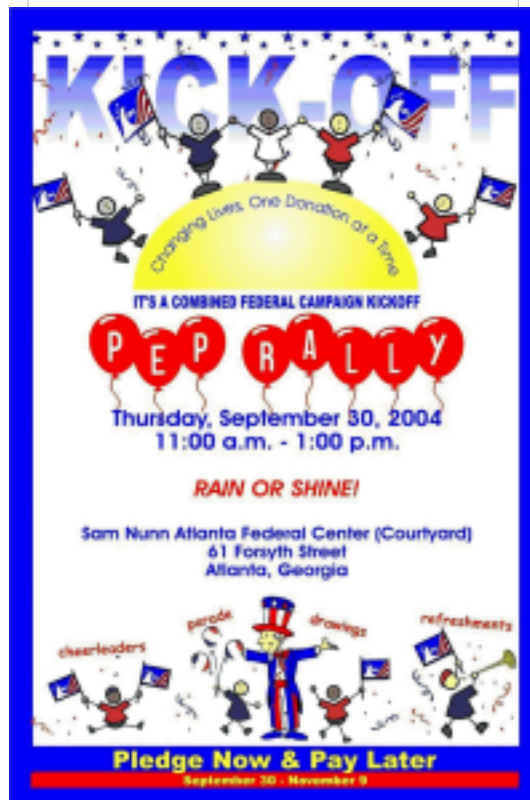
The 2004 Atlanta Combined Federal Campaign Kick-Off Pep Rally was held September 30 in the Courtyard of the Sam Nunn Atlanta Federal Center (SNAFC). The Kick-off Celebration was from 11:00 a.m. until 1:00 p.m. This year's theme, "Changing Lives One Donation at a Time" was submitted by **Gerald Hughes** from the Social Security Administration. Gerald is also serving as a Loaned Executive to this year's campaign.

In addition to food items, featured entertainment for the Kick-Off Celebration included the Georgia Tech Mascot "Buzz" and the Tech Cheerleaders, the Ground Forces Band, MANGO dancers and a variety of other entertainment. Representatives from local non-profits will be on hand to answer questions regarding their organizations.

The keynote speaker was **Paul Hewitt**, Head Basketball Coach at Georgia Tech who arrived in the Rambin' Wreck escorted by 2004 CFC Chair and Georgia Tech Alumnus, **Edwin Fielder**. **Tom Hughes** of WGST 649 Radio will served as the Master of Ceremonies.

The CFC is the only authorized fund raising opportunity in which charities may seek financial assistance from federal employees. During the campaign, employees are encouraged to designate specific non-profit organizations to receive contributions and may select from more than 1700 local, national and international non-profits.

The 2003 CFC made a significant impact on needs of the community with a record-breaking federal donation of \$4.2 million dollars. □



**The CFC is the only authorized fund raising opportunity in which charities may seek financial assistance from federal employees.**

## *Atlanta Mayor Shirley Franklin Addresses CFC Leadership*

**Mayor Shirley Franklin** addressed Federal agencies heads at the CFC Leadership breakfast on Wednesday, September 22, at The Commons at Fort MacPherson. She began by thanking the Federal community for the \$4.2 million raised during the 2003 CFC campaign and challenged the audience to go and do likewise in 2004.

Mayor Franklin reminded the more than 140 people gather that "We are to take care of our neighbors and friends, even those whose names we do not know, as we would want someone to take care of us. We are asking you to apply your sense of love, compassion, and caring in a practical way, through giving." Mayor Franklin was presented with a pin designating her as the honorary CFC Campaign Chair and she stated as Honorary Chair she would be making her contribution to this year's campaign. □

## *The CFC Family Extends Sympathy to Loaned Executive*

Our 2004 CFC Family expresses heart-felt sympathies to **Kirk Maxey**, an Engineer with the Nuclear Regulatory Agency and one of this year's Loaned Executives, in the death of his one-year old daughter after a long struggle with childhood cancer. Kirk is the Executive Producer of this year's CFC Video. □

- **The Symposium addressed**
- **compensation flexibilities, direct hire**
- **authority, student and other excepted**
- **service authorities, veteran**
- **appointing authorities, and use of**
- **category rating.**



OFFICE OF PERSONNEL MANAGEMENT/ ATLANTA FEDERAL EXECUTIVE BOARD

# OPM Holds Hiring Flexibilities Symposium

**T**he Office of Personnel Management (OPM) and the Atlanta Federal Executive Board (FEB) hosted an OPM Hiring Flexibilities Symposium on September 16, 2004, as part of the ongoing initiative to improve the federal hiring process. The intent was to highlight the recruitment tools at our disposal and how

to use them strategically to get the talent we need to accomplish mission goals.

The Symposium addressed compensation flexibilities, direct hire authority, student and other excepted service authorities, veteran appointing authorities, and use of category rating. An interactive panel

discussion with agency representatives about practical applications of these tools followed the briefing that was attended by over 100 human resources professionals.

Human resources persons are encouraged to take part in the FEB HR Sub-committee in order to stay current on HR matters. □

SOCIAL SECURITY ADMINISTRATION - ATLANTA REGIONAL OFFICE

# Diversity Day Celebration

**T**he Atlanta Regional Office of the Social Security Administration celebrated "Diversity Day" on Wednesday July 28, 2004 at the Sam Nunn Atlanta Federal Center. The theme for this year's event was "One SSA! Celebrate Diversity! Celebrate Yourself!" The day began with a viewing of exhibit tables sponsored by the various diversity groups:

Women's History/Equality, Holocaust Memorial, Asian Pacific American Heritage, Hispanic Heritage, Disability Employment Awareness, African American History, Gay Lesbian Pride, and American Indian Heritage. SSA's Civil Rights and Equal Opportunity Director Herb Sanabria delivered the welcome address, and Regional Commissioner Paul Barnes,

introduced the keynote speaker, Dekalb County Judge J. Antonio Delcampo. The day was filled with music, a fashion show extravaganza with ethnic attire, a Filipino dance performance, door prizes and diversity food tasting. Project Manager Theresa Spearman and Human Resources Specialist Gerry Hughes served as hostess/host for the event. A great day has had by all! □



*Carolyn Dixon, Social Security Administration, Speaker*



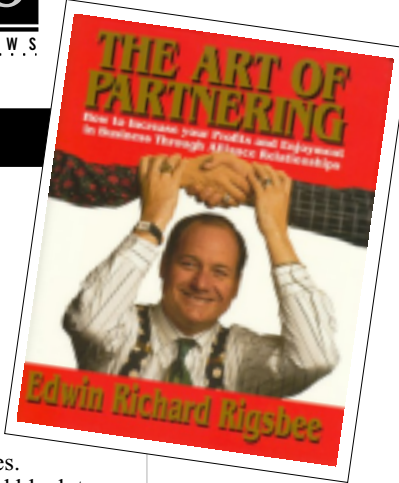
*The Diversity Day Banner*



*Paul Barnes, Regional Commissioner SSA, and Katrina Hood, SSA*

## INSIDE BACK PAGE REVIEW

# The Art of Partnering by Edwin Richard Rigsbee



While this book has the subtopic of “How to Increase Your Profits and Enjoyment in Business Through Alliance Relationships” and is written primarily for businesses, there are some key points that are useful to the public sector as we increasingly use partnering to fulfill the mission of our agencies. According to the author, partnering involves a belief system of cooperation and of treating our customers as if we have a stake in their business. He sees partnering as the best and most powerful long-term strategy for business success. “Based on relationship building, partnering will assist you in getting yourself where you want to go without the trail of garbage that follows behind those embracing the old paradigm.” He defines partnering as “germinated by the idea of joining efforts with another to create more for each. The process of one or more entities coming together for the purpose of developing synergistic solutions to their challenges.” Some of the reasons he gives for partnering are:

- *Creating a sense of a “circle of interests” arising out of his/her own goals.*
- *A voluntary effort to work together to seek ways to accomplish both sets of goals.*
- *Increasing your capacity for success by forming alliances for research, production, marketing, distribution, and management.*
- *Benchmarking through shared information on what you do best.*
- *Complementing individual skill sets through cooperative alliances, pooling of resources, economies of scale, financial stability, and bundling of a partner's goods and services.*
- *Increasing your personal power (ability to influence others because of who you are).*
- *Access to the mistakes of others reducing the need to take uninformed risks.*

Some of the pitfalls of partnering emanate from four core areas: values, goals, facts, and procedures. Conflict does not have to be a road block to partnering if you and your partnering alliance members are willing to resolve the conflict at the core level in a timely manner. Some partnering pitfalls are:

- *Trust in others, and the belief that the partnering starts at the top. Be sure of everyone's partnering goals.*
- *Underestimating the complexity of coordinating and integrating corporate resources, and overestimating your partner's abilities to achieve the end result. Eventually, partnering success depends on the managers' abilities, skills, aspirations and passions to assemble the pieces of the puzzle.*
- *Not having access to a partner's employees. The closer the planned relationship between the partners, the greater the importance of the linkages between the two.*
- *One partner not completely embracing the principles of partnering at the top level or even in departments, divisions, or regions while the other does.*
- *Partners have different core values like trust and integrity or there are corporate culture clashes, employee turf protection, and resistance of some employees to new ideas, these issues can reek havoc.*
- *Partner's internal reward structure.*
- *If a partner receives unfavorable media coverage you are pulled into the picture.*
- *After making a partnering commitment, a partner may have a hidden agenda or decide they don't like or want to follow through with that which they committed, or does not have the capability to do what is necessary.*

- *Complacency, is an insidious relationship-killer. Continuously ask questions in a way that encourages partners to relate problems and shortcomings.*
- *Unrealistic expectations of any partner's capabilities these areas include technology, research, production skills, marketing might, and financial backing.*

These pitfalls should not stop you from engaging in partnering but rather should help you develop more meaningful partnering experiences. Be sure to put your agreement in writing. Be sure you cover trust, tolerance/understanding, caring/commitment, and synergy/mutuality. Plan to monitor the partnering, educate your staff, select the right people, organize and plan your procedures, establish a written charter, and sit down for a post agreement evaluation.

Partnering is possible when the parties commit to helping each other achieve more than each could independently achieve effectively. □

Gwenne Campbell

**Some of the pitfalls of partnering emanate from four core areas: values, goals, facts, and procedures. Conflict does not have to be a road block to partnering if you and your partnering alliance members are willing to resolve the conflict at the core level in a timely manner.**

# Upcoming Events



**For questions**  
or additional information  
please call **Gwenne Campbell**  
at **(404) 331-4400**



mark your calendar  
and plan to participate

## october 2004

- 1** CFC Golf Tournament - Ft. MacPherson
- 16** CFC Harley Bike Ride for Charity
- 27** FEB Strategic Planning Offsite Meeting

The Atlanta Federal Executive Board  
Richard B. Russell Federal Building  
75 Spring Street, SW  
Room 1142  
Atlanta, Georgia 30303

### **Please note this correction...**

The Atlanta FEB  
website address is:  
[www.atlanta.feb.gov](http://www.atlanta.feb.gov)